

	Statewide	Higher Education	General Government Department
Number of Employees*	31,534	9,702	21,832
Average Age	45.4	46.3	45.1
Average Years of Service	9.7	9.6	9.7
Average Annual Salary	\$46,266	\$38,915	\$48,789
Percent Minorities	26.7%	31.4%	25.1%
Percent Females	47.9%	59.6%	43.9%

\* Includes data on numbers of CSU state personnel system employees (2,208) as of August 2003.  
Other above categories do not include these CSU employees because updated data is not available.

Percent of Employees Eligible to Retire within the Next Five Years **	28.2%	30.1%	27.5%
Annual Turnover Rate (FY 02-03)	11.4%	12.1%	11.2%

\*\*Retirement data is updated annually.

#### Definition of an employee of the state personnel system:

- Often referred to as "a state classified employee " or a "civil service employee";
- Works in the state personnel system;
- Regular full-time or part-time employees;
- Does not include higher education faculty;
- Does not include higher education professional staff/administrators;
- Does not include legislative or judicial staff; and,
- Does not include temporary/contingent employees.

Generally, data do not include information from one of the largest public universities, Colorado State University (CSU) unless otherwise noted.

#### Definition of turnover for employees in the state personnel system, are defined below:

- Employee initiated separations;
- Employer initiated separations;
- Layoffs;
- Retirements; and,
- Deaths.

The state excludes employees who transfer from one department to another (unless otherwise noted) because they are still considered employees of the state personnel system.

## HIGHLIGHTS BY GENERAL GOVERNMENT DEPARTMENT & HIGHER EDUCATION INSTITUTION

Department	Number of Employees	Annual Salary	Average Age	Years of Service
DEPT OF AGRICULTURE	236	\$49,228	47.9	12.3
DEPT OF CORRECTIONS	5,348	\$46,778	43.8	7.8
DEPT OF EDUCATION	155	\$40,668	46.7	9.7
DEPT OF HEALTH CARE POLICY & FINANCE	189	\$56,543	44.5	5.9
DEPT OF HUMAN SERVICES	5,098	\$43,858	45.3	9.4
DEPT OF LABOR & EMPLOYMENT	1,086	\$50,924	47.7	10.6
DEPT OF LAW	137	\$48,657	46.7	8.9
DEPT OF LOCAL AFFAIRS	152	\$57,961	47.0	9.5
DEPT OF MILITARY & VETERANS AFFAIRS	99	\$46,063	48.0	6.5
DEPT OF NATURAL RESOURCES	1,345	\$55,819	45.4	12.3
DEPT OF PERSONNEL & ADMINISTRATION	518	\$52,217	46.2	11.0
DEPT OF PUBLIC HEALTH & ENVIRONMENT	1,084	\$59,371	46.1	9.9
DEPT OF PUBLIC SAFETY	1,247	\$53,324	40.6	10.1
DEPT OF REGULATORY AGENCIES	490	\$59,012	48.3	10.6
DEPT OF REVENUE	1,374	\$48,113	46.7	11.3
DEPT OF STATE	104	\$45,509	43.3	5.8
DEPT OF TRANSPORTATION	3,093	\$48,523	45.9	11.3
DEPT OF TREASURY	23	\$55,565	44.2	8.2
GOVERNOR'S OFFICE	4	\$65,676	47.3	13.4
STATE AUDITOR'S OFFICE	50	\$61,816	36.6	5.9
ALL DEPARTMENTS	21,832	\$48,789	45.1	9.7

Institution	Number of Employees	Annual Salary	Average Age	Years of Service
COLORADO COMMISSION ON HIGHER EDUCATION	4	\$38,898	51.4	17.6
COLORADO HISTORICAL SOCIETY	40	\$36,898	45.8	10.5
COLORADO STUDENT LOAN PROGRAM	89	\$39,915	47.4	9.7
ADAMS STATE COLLEGE	102	\$32,631	44.5	10.0
ARAPAHOE COMMUNITY COLLEGE	109	\$34,748	46.2	7.2
AURARIA HIGHER EDUCATION CENTER	266	\$35,811	46.3	9.6
COLORADO COMMUNITY COLLEGE SYSTEM	120	\$45,391	45.2	9.7
COLORADO NORTHWESTERN COMMUNITY COLLEGE	38	\$31,430	42.3	8.6
COLORADO SCHOOL OF MINES	252	\$41,736	48.2	9.6
COLORADO STATE UNIVERSITY - PUEBLO	128	\$37,705	47.7	13.6
COMMUNITY COLLEGE OF AURORA	52	\$35,811	46.8	8.5
COMMUNITY COLLEGE OF DENVER	50	\$40,178	45.9	11.4
FORT LEWIS COLLEGE	173	\$36,977	47.1	8.7
FRONT RANGE COMMUNITY COLLEGE	232	\$33,092	46.2	6.7
LAMAR COMMUNITY COLLEGE	20	\$30,716	50.8	10.3
MESA STATE COLLEGE	115	\$31,576	47.6	7.5
METROPOLITAN STATE COLLEGE OF DENVER	238	\$44,176	45.7	11.3
MORGAN COMMUNITY COLLEGE	22	\$30,156	45.2	6.4
NORTHEASTERN JUNIOR COLLEGE	50	\$30,342	51.2	12.0
OTERO JUNIOR COLLEGE	31	\$29,337	45.0	12.3
PIKES PEAK COMMUNITY COLLEGE	216	\$36,903	43.7	7.7
PUEBLO COMMUNITY COLLEGE	104	\$32,045	47.0	9.1
RED ROCKS COMMUNITY COLLEGE	96	\$35,232	45.7	8.0
TRINIDAD STATE JUNIOR COLLEGE	45	\$33,035	49.2	15.7
UNIVERSITY OF COLORADO - ALL CAMPUSES	4,281	\$40,438	46.0	9.5
UNIVERSITY OF NORTHERN COLORADO	549	\$36,427	47.4	10.8
WESTERN STATE COLLEGE	72	\$38,019	46.2	11.8
ALL INSTITUTIONS	7,494	\$38,915	46.3	9.6

## OCCUPATIONAL GROUP HIGHLIGHTS

Statewide				
Occupational Group	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	4,518	\$33,805	46.5	9.0
Enforcement and Protective Services	5,588	\$47,475	41.8	8.0
Financial Services	1,685	\$50,664	45.9	10.4
Health Care Services	3,170	\$41,965	45.2	7.9
Labor, Trades, and Crafts	4,760	\$34,241	46.5	9.2
Medical	42	\$116,961	51.2	7.3
Physical Sciences and Engineering	1,846	\$65,690	45.9	12.3
Professional Services	7,487	\$56,238	46.6	11.7
Teacher	230	\$44,154	46.5	7.5

By Department				
Occupational Group	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	2,360	\$34,348	45.6	8.9
Enforcement and Protective Services	5,447	\$47,357	41.8	8.0
Financial Services	1,150	\$55,239	46.1	11.1
Health Care Services	2,852	\$42,328	45.3	8.0
Labor, Trades, and Crafts	2,737	\$37,002	46.4	9.4
Medical	42	\$116,961	51.2	7.3
Physical Sciences and Engineering	1,620	\$67,020	45.7	12.6
Professional Services	5,460	\$58,331	46.9	11.8
Teacher	164	\$52,747	49.4	8.8

By Institution				
Occupational Group	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	2,158	\$33,210	47.4	9.1
Enforcement and Protective Services	141	\$52,030	41.0	9.5
Financial Services	535	\$40,829	45.4	8.9
Health Care Services	318	\$38,709	44.6	7.8
Labor, Trades, and Crafts	2,023	\$30,505	46.6	8.9
Medical	0	NA	NA	NA
Physical Sciences and Engineering	226	\$56,157	46.8	10.2
Professional Services	2,027	\$50,599	45.7	11.3
Teacher	66	\$22,801	39.3	4.2

Statewide				
Gender	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Female	14,040	\$43,232	45.8	9.5
Male	15,286	\$49,057	45.1	9.9

By Department				
Gender	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Female	9,584	\$45,927	45.1	9.2
Male	12,248	\$51,028	45.1	10.1

By Institution				
Gender	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Female	4,456	\$37,453	47.1	9.9
Male	3,038	\$41,075	45.1	9.1

## ETHNICITY HIGHLIGHTS

Statewide				
Ethnicity	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
American Indian or Alaska Native	330	\$43,482	44.6	8.9
Asian	656	\$43,881	44.7	10.0
Black	1,549	\$41,692	44.7	8.6
Hispanic or Latino	4,999	\$40,191	43.7	9.7
Native Hawaiian or Pacific Islander	306	\$35,432	41.5	2.1
White, Non-Hispanic	21,486	\$48,278	46.0	9.9

By Department				
Ethnicity	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
American Indian or Alaska Native	249	\$46,210	44.7	9.2
Asian	351	\$51,571	43.9	9.7
Black	1,179	\$43,698	44.4	8.4
Hispanic or Latino	3,699	\$42,693	43.4	9.7
Native Hawaiian or Pacific Islander	7	\$51,939	42.5	5.1
White, Non-Hispanic	16,347	\$50,513	45.6	9.8

Institution				
Ethnicity	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
American Indian or Alaska Native	81	\$35,094	44.2	7.9
Asian	305	\$35,030	45.6	10.3
Black	370	\$35,299	45.7	9.2
Hispanic or Latino	1,300	\$33,071	44.5	9.6
Native Hawaiian or Pacific Islander	299	\$35,046	41.4	2.0
White, Non-Hispanic	5,139	\$41,169	47.1	10.0